

## ALASTORA Statement of Conformance



### Commitment and Conformity

ALSS is committed to conform with its responsibility to respect human rights in all aspects of ALSS operations.

ALSS will always conform to our core values of organisational and personal Integrity. Reliability in our operations & Honesty of our personnel in delivering our services, ensuring Compliance with our obligations & Ethical business operations.

ALSS will strive to be a positive force within the communities where ALSS operates and at the same time recognises our responsibility to adhere to:

- International Code of Conduct for Private Security Service Providers.
- Montreux Document on Pertinent International Legal Obligations and Good Practices for States related to Operations of Private Military and Security Companies during Armed Conflict.
- Guiding Principles on Business and Human Rights; Implementing the United Nations “Protect, Respect and Remedy” Framework 2011.
- Voluntary Principles on Security and Human Rights.

This Statement of Conformance stipulates the human rights expectations of all ALSS personnel, Senior Management, Contractors, Suppliers & Subcontractors linked directly to ALSS operations.

This Statement of Conformance shall be readily adopted by ALSS across all levels of the organisation and will demonstrate our commitment to compliance with our obligations and will be under constant review as part of our successful implementation of the ALSS Security Operations Management System & Continual Improvement.

ALSS personnel at all levels will always accept and adhere to this statement of conformance and take responsibility & ownership of their individual commitment to human rights.

ALSS personnel will be made aware of their obligations through training and information and understand the impact and ramifications of noncompliance with this statement.



Charles Nassif  
 Chief Executive Officer



## Our policies

Alongside our Code of Ethics and core values, a well-established set of policies underpins our work and our internal processes. Our Human Rights policy is central to our operations in Iraq. Alastora is a full member of the ICoC Association and operates in accordance with the principles contained in the Code. Our Code of Ethics, Human Rights policy and Anti-Bribery and Anticorruption policy are available on our website

## Our clients

Alastora will only work on projects and with clients that conform with the principles of Montreux and ICoC, and with our own integrity standards. We will not undertake any assignment that is against local or international law, or which is prohibited by UN sanctions or which makes us complicit – even indirectly – with human rights abuses. Before taking on new business in Iraq we will consider whether the project could have any adverse impact on the human rights of anyone who may be affected by the proposed work.

## Health, safety and the environment

Alastora is committed to safeguarding the health and safety of our people, our clients and the communities who may be affected by our operations. We are committed to respecting the environment and acting in a socially responsible manner worldwide, in compliance with applicable HSE laws and regulations. Alastora is externally certified to ISO45001:2018 and ISO14001:2015

## Quality

Alastora maintains a quality and security operations management system, with detailed documented processes in place covering every aspect of our work in Iraq, including the import, export, handling, training and rules for the use of all equipment needed for its operations. Our processes are regularly reviewed and updated where necessary to maintain the quality of the services we provide to our clients and to ensure continual improvement. Our quality and security management system has been externally certified by MSSGLOBAL as compliant with ISO9001:2015, ISO18788:2015 and PSC1:2012.





Incident management and business continuity plans are regularly reviewed and rehearsed to ensure continuity of service to our clients. We will seek to remedy any adverse impact on human rights.

### Raising a concern, grievance or complaint

Our people are encouraged to refer to Alastora' Ethics Committee if they are in any doubt about the human rights or other ethical implications of a proposed course of action, for example a breach of the ICoC. If they suspect that a member of Alastora is engaged in unacceptable or unethical conduct and feel unable to raise the issue with their line manager, they are able to make an anonymous report using our third party whistleblowing service. Our employees are able to make use of our Grievance policy if they are dissatisfied with the outcome of informal discussions. If a third party wishes to make a complaint, they may use our website to contact Alastora management.